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Suggestions for Using the
“Stages of Diversity Survey: An Organizational Progress Report”

Objectives:

- Determine an organization’s stage of development in dealing with diversity
- Give feedback to executive management about the organization’s status regarding dealing with diversity
- Provide data for strategizing regarding organization development

Intended Audience:

- Middle- to lower-level staff in a diverse organization
- Management and supervisory staff
- Members of diversity task forces or planning teams
- Executive staff involved in strategic planning

Processing the Activity:

- Individuals are asked to check each response that they perceive as a true statement about the organization. They may check more than one response for each item.
- Questionnaires are collected and scored. If used by a task force or planning team, they may be scored in the group.
- Scores are analyzed, and data are interpreted and then presented to the planning group.

Questions for Discussion:

- Where is our organization in its development regarding diversity?
- What surprises or new information is there?
- What issues need to be addressed?
- What kind of planning or development is indicated for growth?

Caveats, Considerations, and Variations:

- While this instrument leads to a score that places the organization in a particular stage of development, its purpose is not to label the organization but rather to serve as a tool for exploration and growth. Help those with the information use it for that purpose.
- Individuals may disagree with some of the statements. They may also find some indicators of particular stages not desirable. In these cases, use disagreement to provoke discussion of desired organization goals and indicators of their achievements.